

CLARIFICATION REGARDING VETERANS' PREFERENCE POINTS IN LA CAREERS

Some questions have arisen regarding the handling of veterans' preference points in LA Careers.

Question: Why do the instructions for filtering on the supplemental questions related to Veterans Preference not include the service time periods that determine whether an applicant is eligible for the points? Applicants are asked these questions. If these periods are not included in the filter, then applicants who do not deserve them may be assigned the points.

Answer: The purpose of filtering on the supplemental questions is to do a very gross level sort to filter out people who know they are not entitled to any veterans' preference points. No matter how carefully the filtering questions are designed, some persons might get through and be assigned the points when they don't deserve them. This is why the assignment of the points is regarded as conditional upon final verification prior to appointment. Handling it in this way saves time and effort by not requiring detailed verification of eligibility for the points from every applicant but instead only on the person actually selected for appointment.

Question: Why should veterans' preference points be added at all for jobs that do not require written tests, since there is no score to which to add the points?

Answer: Article X of the Constitution of the State of Louisiana requires that veterans' preference points be added to tests or ratings when an applicant is eligible. In the past, Civil Service used scored Experience and Training ratings (E&T's) in addition to written tests, and veterans' preference points were added to these. Although Civil Service is no longer using E&T's, when a person is determined to meet the Minimum Qualifications of the job, this is equivalent to passing an E&T. In LA Careers persons who meet the MQ's are given a "0" score and the veterans' points are added so that possible scores are "0," "5," and "10." Currently, the primary reason for doing this is to satisfy legal requirements of Article X and easily identify veterans for consideration. However, the Department of Civil Service plans to work with agencies in the future to further refine supplemental questions and make use of the auto-scoring features of the LA Careers system to allow applicant experience and education to be scored from the online application similar to scores on the old E&T's. Veterans' points will then be added to these scores just as they are added to written test scores. We built the current process in anticipation of the auto-scoring that will be done in the future.

Question: Why should an appointee's eligibility for veterans' preference points be verified when you can reach him or her on the certificate and appoint him or her even without the points?

Answer: Providing false information on an application is a violation of Civil Service rules. This verification is necessary to ensure that the applicant has not falsified his or her application. Such falsification is a violation even if the information was not used to cause the person to qualify or be selected for appointment.